

**STATE UNIVERSITY OF NEW YORK  
COLLEGE OF TECHNOLOGY  
CANTON, NEW YORK**



**MASTER SYLLABUS**

**COURSE NUMBER – COURSE NAME**

**HSMB 316 – Equity, Diversity, and Cultural Competence in Healthcare**

**CIP Code: 51.0701**

*For assistance determining CIP Code, please refer to this webpage*

*<https://nces.ed.gov/ipeds/cipcode/browse.aspx?v=55>*

*or reach out to Sarah Todd at [todds@canton.edu](mailto:todds@canton.edu)*

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**Updated by: Vicki Perrine**

**School of Business and Liberal Arts**

**Department: Healthcare Management**

**Semester/Year: Fall, 2025**

- A. TITLE: Equity, Diversity, and Cultural Competence in Healthcare
- B. COURSE NUMBER: HSMB 316
- C. CREDIT HOURS: (Hours of Lecture, Laboratory, Recitation, Tutorial, Activity)

# Credit Hours: 3  
 # Lecture Hours: 3 per week  
 # Lab Hours: 0 per week  
 Other: 0 per week

Course Length: 15 Weeks

- D. WRITING INTENSIVE COURSE: Yes ☐ No ☒

- E. GER CATEGORY: None: ☐ Yes: GER 3 Social Sciences  
*If course satisfies more than one: GER*

- F. SEMESTER(S) OFFERED: Fall ☐ Spring ☐ Fall & Spring ☒

- G. COURSE DESCRIPTION:

The course is designed to provide students with an understanding of socioeconomic factors, which are contributing to health disparities, healthcare access, and lack of sufficient diversity in health care. The students will analyze key social justice issues relevant to health disparities and identify the features of civic discourse in a functioning pluralistic democracy, with an eye to cultivating greater health equity.

- H. PRE-REQUISITES: None ☒ Yes ☐ If yes, list below:

CO-REQUISITES: None ☒ Yes ☐ If yes, list below:

- I. STUDENT LEARNING OUTCOMES: (*see key below*)

By the end of this course, the student will be able to:

<u>Course Student Learning Outcome</u> <u>[SLO]</u>	<u>Program Student Learning Outcome</u> <u>[PSLO]</u>	<u>GER</u> <u>[If Applicable]</u>	<u>ISLO &amp; SUBSETS</u>	
1. Explain the factors that influence the health behavior and wellness of individuals and populations.	Describe the framework in which healthcare services	3	1-Comm Skills ISLO ISLO	W Subsets Subsets

	are produced, coordinated, consumed, and reimbursed.			Subsets
2. Identify the factors that reduce healthcare access for vulnerable populations.	Describe the framework in which healthcare services are produced, coordinated, and reimbursed.	3	1-Comm Skills ISLO ISLO	W Subsets Subsets Subsets
3. Analyze health disparities attributable to diverse cultural and behavioral factors and their implications for healthcare policy.	Demonstrate cultural competence in healthcare through collaboration and teamwork.	3	5-Ind, Prof, Disc, Know Skills ISLO ISLO	None Subsets Subsets Subsets
4. Interpret the cultural and behavioral factors that influence the management and delivery of healthcare services.	Demonstrate cultural competence in healthcare through collaboration and teamwork.	3	5-Ind, Prof, Disc, Know Skills ISLO ISLO	None Subsets Subsets Subsets
5. Identify the features of discourse in a functioning pluralistic democracy, including the role of collaborative decision-making and dissent.	Demonstrate cultural competence in healthcare through collaboration and teamwork.	3	4-Soc Respons ISLO ISLO	ER Subsets Subsets Subsets
6. Demonstrate the discourse skills necessary to be informed, engaged, navigate discourse and disagreement in a pluralistic society.	Demonstrate cultural competence in healthcare through collaboration and teamwork.	3	4-Soc Respons ISLO ISLO	ER Subsets Subsets Subsets
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KEY	<u>Institutional Student Learning Outcomes [ISLO 1 – 5]</u>
ISLO #	ISLO & Subsets
1	<b>Communication Skills</b> Oral [O], Written [W]
2	<b>Critical Thinking</b> <i>Critical Analysis [CA] , Inquiry &amp; Analysis [IA] , Problem Solving [PS]</i>

3	<b>Foundational Skills</b> <i>Information Management [IM], Quantitative Lit./Reasoning [QTR]</i>
4	<b>Social Responsibility</b> <i>Ethical Reasoning [ER], Global Learning [GL], Intercultural Knowledge [IK], Teamwork [T]</i>
5	<b>Industry, Professional, Discipline Specific Knowledge and Skills</b>

\*Include program objectives if applicable. Please consult with Program Coordinator

J. **APPLIED LEARNING COMPONENT:** Yes ☐ No ☒

If YES, select one or more of the following categories:

- |   |  |
|---|--|
| <input type="checkbox"/> Classroom/Lab      | <input type="checkbox"/> Civic Engagement              |
| <input type="checkbox"/> Internship         | <input type="checkbox"/> Creative Works/Senior Project |
| <input type="checkbox"/> Clinical Placement | <input type="checkbox"/> Research                      |
| <input type="checkbox"/> Practicum          | <input type="checkbox"/> Entrepreneurship              |
| <input type="checkbox"/> Service Learning   | (program, class, project)                              |
| <input type="checkbox"/> Community Service  |  |

K. **TEXTS:**

Edberg, M. (2023). Essentials of Health, Culture, and Diversity. Jones and Bartlett Publishing.

Rose, P. (2021). Health Equity, Diversity, and Inclusion: Context, Controversies, and Solutions. Jones and Bartlett Publishing.

Liu, D. Burston, B., Stewart, S., and Mulligan, H. (2019). The Challenges of Health Disparities. Jones and Bartlett Publishing.

L. **REFERENCES:**

Dreachslin, J., Gilbert, J., and Malone, B. (2013). Diversity and Cultural Competence in Health Care: A Systems Approach. Jossey-Bass, San Francisco, CA.

Gasman, Marybeth. (2023). 8 Strategies To Enhance Civil Discourse In A Divided World. <https://www.forbes.com>

Kordestani, Milan. (April, 2023). I'm Just Saying: A Guide to Maintaining Civil Discourse in an Increasingly Divided World. Health Communications, Inc.

M. **EQUIPMENT:** None ☒ Needed:

N. **GRADING METHOD:** A-F

O. SUGGESTED MEASUREMENT CRITERIA/METHODS:

**Discussion Boards**

**Assignments**

**Quizzes**

**Final Exam**

P. DETAILED COURSE OUTLINE:

**I. Healthcare Disparities in Diverse Communities**

**II. Workforce Demographics**

**III. Diversity in Healthcare**

**IV. Cultural Competence vs. Diversity in Healthcare**

**V. Civic Discourse**

**VI. Systems approach to Cultural Competence**

**VII. Closing the Health Status Gap**

**VIII. The future of Diversity and Cultural Competence in Healthcare**

Q. LABORATORY OUTLINE: None ☒ Yes ☐